

**Rancho Adobe Fire Protection District
Salary Schedule for Fiscal Year 2023 - 2024
Effective as of 7/1/23**

All MOUs and Employment Agreements Approved by Board of Directors on June 21, 2023

Rank	Per	1st Step	2nd Step	3rd Step	4th Step	5th Step
Firefighter	Year	\$ 65,778.70	\$ 69,164.35	\$ 72,590.94	\$ 76,245.30	\$ 80,037.43
	Month	\$ 5,481.56	\$ 5,763.70	\$ 6,049.25	\$ 6,353.78	\$ 6,669.79
	Semi-Monthly	\$ 2,740.78	\$ 2,881.85	\$ 3,024.62	\$ 3,176.89	\$ 3,334.89
	Hour	\$ 22.53	\$ 23.69	\$ 24.86	\$ 26.11	\$ 27.41
40 Hours	Hour	\$ 31.62	\$ 33.25	\$ 34.90	\$ 36.66	\$ 38.48

Rank	Per	1st Step	2nd Step	3rd Step	4th Step	5th Step
Firefighter/Paramedic	Year	\$ 78,934.43	\$ 82,997.22	\$ 87,109.13	\$ 91,494.36	\$ 96,044.91
	Month	\$ 6,577.87	\$ 6,916.44	\$ 7,259.09	\$ 7,624.53	\$ 8,003.74
	Semi-Monthly	\$ 3,288.93	\$ 3,458.22	\$ 3,629.55	\$ 3,812.27	\$ 4,001.87
	Hour	\$ 27.03	\$ 28.42	\$ 29.83	\$ 31.33	\$ 32.89
40 Hours	Hour	\$ 37.95	\$ 39.90	\$ 41.88	\$ 43.99	\$ 46.18

Rank	Per	1st Step	2nd Step	3rd Step	4th Step	5th Step
Engineer	Year	\$ 81,678.09	\$ 84,917.97	\$ 88,336.38	\$ 91,887.37	\$ 95,597.80
	Month	\$ 6,806.51	\$ 7,076.50	\$ 7,361.37	\$ 7,657.28	\$ 7,966.48
	Semi-Monthly	\$ 3,403.25	\$ 3,538.25	\$ 3,680.68	\$ 3,828.64	\$ 3,983.24
	Hour	\$ 27.97	\$ 29.08	\$ 30.25	\$ 31.47	\$ 32.74
40 Hours	Hour	\$ 39.27	\$ 40.83	\$ 42.47	\$ 44.18	\$ 45.96

Rank	Per	1st Step	2nd Step	3rd Step	4th Step	5th Step
Captain	Year	\$ 99,389.15	\$ 103,180.83	\$ 107,469.13	\$ 111,774.22	\$ 114,484.30
	Month	\$ 8,282.43	\$ 8,598.40	\$ 8,955.76	\$ 9,314.52	\$ 9,540.36
	Semi-Monthly	\$ 4,141.21	\$ 4,299.20	\$ 4,477.88	\$ 4,657.26	\$ 4,770.18
	Hour	\$ 34.04	\$ 35.34	\$ 36.80	\$ 38.28	\$ 39.21
40 Hours	Hour	\$ 47.78	\$ 49.61	\$ 51.67	\$ 53.74	\$ 55.04

Rank	Per	Acting BC	1st Step	2nd Step	3rd Step	4th Step	5th Step
Battalion Chief	Year	\$ 120,467.24	\$ 137,332.70	\$ 141,452.55	\$ 145,696.13	\$ 148,600.28	\$154,569.08
	Month	\$ 10,038.94	\$ 11,444.39	\$ 11,787.71	\$ 12,141.34	\$ 12,383.36	\$ 12,880.76
	Semi-Monthly	\$ 5,019.47	\$ 5,722.20	\$ 5,893.86	\$ 6,070.67	\$ 6,191.68	\$ 6,440.38
	Hour	\$ 41.26	\$ 47.03	\$ 48.44	\$ 49.90	\$ 50.89	\$ 52.93
40 Hours	Hour	\$ 57.92	\$ 66.03	\$ 68.01	\$ 70.05	\$ 71.44	\$ 74.31

Rank	Per	
Administrative Manager	Year	\$ 106,009.80
1976 hours/year	Month	\$ 8,834.15
	Semi-Monthly	\$ 4,417.08
	Hour	\$ 53.65

Rank	Per	
PT Firefighter	Hour	\$ 22.53
PT Firefighter	Holiday Hourly	\$ 33.80

Incentive Pay:

- Mechanic/Tool Rental Stipend - \$125.00/pay period
- Bilingual Pay - 2% of Base Semi-Monthly Salary
- Hazardous Material Technician - 1% of Base Semi-Monthly Salary
- Rescue Systems Specialist - 1% of Base Semi-Monthly Salary
- Paramedic Engineer or Paramedic Captain - 10% of Base Semi-Monthly Salary

Holiday Pay:

8 hours pay for 14 holiday's per year; paid at base hourly rate of pay